

## Non-Matriculated Applicants Must be at Least 24 Years Old

Chairman Myer Horowitz convened GFC's first meeting of the 1988-89 academic year on 26 September.

In the course of the lengthy meeting Council rejected a proposal from its Committee on Admissions and Transfer (CAT) that called for the elimination of the non-matriculated applicant (NMA) category of admission. Instead, GFC upheld its Executive Committee's recommendation that NMAs must be at least 24 years of age (the former standard was 21 years of age).

The application deadlines for NMAs are the same as for high

school applicants.

It was noted that the Faculty of Arts has by far the most non-matriculated students.

Judith Golec, former Associate Dean of Arts and a member of the CAT subcommittee on non-matriculated admissions, views the change as "a combination of enrolment control and academic excellence."

By a vote of 99 to 0, Council approved a Disabled Students Policy. The University, then, will ensure that disabled persons are considered for admission to any programs for which they are academically qualified within

the quota restrictions of programs.

The policy also states that, where warranted and without compromising its academic standards, the University will modify program course load, examination procedures, and other academic requirements to permit disabled students to complete their programs.

With the cooperation of the appropriate University units, the Office of Disabled Student Services will provide orientation to the University, personal and academic advising, referrals to additional services or agencies, and assistance

with note taking, exam writing, and library research.

Peter Miller, Dean of Student Services, said that no budget implications, at least in the short-term, are connected to the policy.

Council also supported a recommendation from its Planning and Priorities Committee for the establishment of a Women's Research Centre, subject to the availability of funding.

It was noted that the centre is a collaborative venture with Athabasca University.

The centre would function as a focal point for feminist research in both universities and in the larger community.

Vice-President (Academic) Peter Meekison said the centre would not duplicate or in any way subvert the work of the Women's Studies Program in the Faculty of Arts.

The degree program in Native Studies approved by GFC in 1984 has not yet been approved or funded by the provincial government, but the concept is still in the mainstream. It is GFC's wish that a revised (read: editorial changes suggested by the Registrar, and agreed to by the Director of the School of Native Studies) BA Native Studies Program be implemented in September 1989.

### Other Matters

Current GFC policy in the realm of teaching and learning states: "Individual Faculties shall decide which methods of teaching evaluation suit them best." To that statement, GFC has added: "A multifaceted evaluation by Deans,

*Continued on page four*

# FOLIO

University of Alberta

6 October 1988

## Trio of Honorary Degrees to be Awarded at Engineering's Special Convocation Saturday

In conjunction with its 75th Anniversary, the Faculty of Engineering will hold a Special Convocation this Saturday (8 October) in Convocation Hall. The ceremonies will get under way at 2:30 p.m.

Dean Fred Otto will give the Report to Convocation; honorary degree recipient Don Stanley will deliver the Convocation Address.

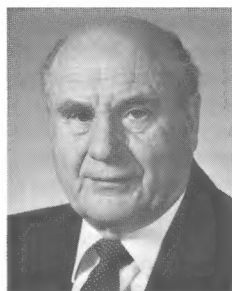
Congratulatory messages from various engineering associations in Canada will be conveyed.

The following individuals will be awarded honorary degrees:

### George Ford

George Ford, Professor Emeritus of Mechanical Engineering, was the first head of the department, a position he held for twelve years. He was Dean of the Faculty of Engineering from 1971 to 1976 and again in 1984. During his tenure

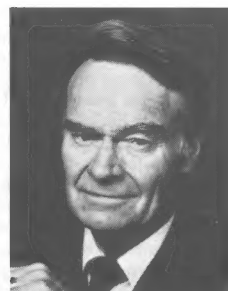
the Faculty, he recognized and worked tirelessly on behalf of its two main goals: to help satisfy the manpower needs of an increasingly technological society



George Ford



Egerton King



Donald Stanley

and to maintain the high quality of the University of Alberta BSc (Eng) degree. Dr. Ford understood that to preserve the quality of an Engineering education in a time when the Faculty's enrolment was rapidly increasing, a limitation on enrolment needed to be introduced and this was accomplished during his term as Dean.

His contributions to the National Research Council and to the Accreditation Board of the Canadian Council of Professional Government Groups studying engineering education, and his work as a consultant to engineering

schools in Iran and Bangladesh, highlight his role nationally and internationally as an ambassador for engineering teaching and research.

Dr. Ford has just brought out *The Sons of Martha*, a 259-page history of the Faculty of Engineering.

### Egerton King

Egerton King, a graduate of the Engineering Faculty, University of Alberta, was Chief Executive Officer of Canadian Utilities Ltd. and its subsidiaries from 1981 to

*Continued on page four*

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- Peer Consultation Program a boon to teachers
- Reader wonders: "Equality of opportunity, or 'equity'?"
- 'Currents'



# Engineering's Fund-Raising Drive Gets Off to a Good Start

Within thirty minutes of the official launching of the Faculty of Engineering's 75th Anniversary appeal at the end of September, donations had reached the \$1.2 million mark—more than one-third of the way to the goal of \$3 million.

Ripping the masking tape off the contribution ladder up the side of the "Bridge to the 21st Century",

President Myer Horowitz (photo, below) revealed this satisfying start to an enthusiastic audience that included Don Stacy, president and CEO of Amoco Canada, and chair of the campaign's executive committee.

Among generous start-up donors were Amoco Canada, Engineering faculty, and Dr. Horowitz—who

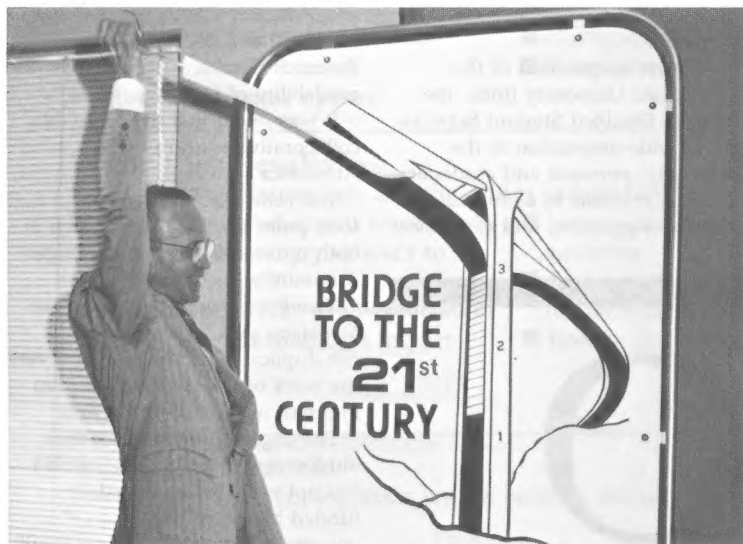
gave a personal cheque and invited others to "join us in investing in the future—what we now give can supply some of the essential extras that make it possible for members of the University family to achieve excellence."

Also present was Les Young, Minister of Technology, Research and Telecommunications, who noted the importance of engineering as a factor in transforming Alberta into a diversified economy. Mr. Young hoped the province would be able to make a contribution, and said he is personally committed to the development of a third phase of the Advanced Education

Endowment and Incentive Fund for matching grants "to build on those same ingredients that lead to past successes." (The first Fund ran out of money in five years, and the second was exhausted within three.)

The benefits of Engineering's campaign will be realised "by those of us who will be the recipients of the graduates," said Mr. Stacy. "We need the results of advanced research and the people able to put the research into the field."

Funds raised will go toward the establishment of named chairs, professorships, fellowships and graduate student scholarships, as well as to research support. □



## Peer Consultation Program Seen as Important Service for Teaching Staff

Have you ever wondered what it is that you do really well when you teach? If you knew, you could put that to one side, feel good about it, and perhaps direct your attention to an area that you do not handle so expertly and improve on that, observes Bente Roed Cochran, Coordinator of CITL's Peer Consultation Program.

Have you considered that you might possibly benefit from a consultation with one of CITL's peer consultants? This unique program, initiated at the University of Alberta as a pilot project in 1981, has since become firmly established and is seen as an important service for the teaching staff.

Ms. Cochran notes that the program is best characterized by words like confidentiality, voluntarism, and collegiality. The consultation is treated confidentially between the professor and the consultant; the written report will never be released to the professor's Chair, unless the individual professor chooses to do so. Voluntarism refers to the fact that the professor requests the consultation—he or she cannot be referred or 'volunteered' by the Chair—and secondly that the peer consultants have volunteered to provide this service to their peers.

Peer consultants, she says, do not perceive themselves as experts, but as academics who want to help their colleagues with teaching concerns. "They view the opportunity to work closely with a colleague as something that can also benefit their own teaching

endeavors."

In terms of program accomplishments, consultants have assisted 92 individual cases.

Selected reactions and feedback from clients read as follows:

\* "Your method of finding the strengths of a person's teaching style is affirming and, I think, does a great deal to give that confidence which is a very large part of being an effective teacher."

\* "The consultation helped me to better understand why students perceive me as they do. It also, as well as indicating the need for some improvements, reaffirmed my view of myself as a good teacher."

\* "I found the comments of the consultant to be most helpful and found the experience to be a very positive one. I intend to make use of the program in the future as well."

\* "Basically, the experience was very worthwhile because it was non-threatening. Confidentiality is important, and this was maintained throughout."

\* "I certainly got a better feel for the students' response to my teaching. It helped identify my strengths and weaknesses and gave me suggestions to improve the latter. Probably equally important was the comfort and psychological boost of interacting with a colleague who really cares about teaching."

Faculty interested in availing themselves of a consultation should fall are invited to contact Bente Roed Cochran at 432-2826 or visit her in 1-11 University Hall. □

## FOLIO

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### Deadlines:

**Notice of coming events:** 9 a.m. three weeks in advance of desired publication date.

**Classified advertisements:** 3 p.m. one week in advance of desired publication date. This date also serves as the deadline for cancellation of advertisements.

Advertisements cost 30 cents per word with no discount for subsequent insertions. There is a maximum limit of 30 words and a minimum charge of \$1.50.

Contributors' corrections will be assessed at \$1.50 for each line in which an insertion is made.

Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission. **Display advertisements:** 3 p.m. one week in advance of desired publication date. Contact Public Affairs for sizes, rates and other particulars.

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# Letters Artwork

## Equality of Opportunity, or 'Equity'?

■ When employment opportunities occur, the interests of the employer are best served by appointing in each case the applicant considered pre-eminently qualified to fill the position. Practice, the ideal of selecting on the basis of individual merit is not always achieved: employers—or their selection committees—are subject to human foibles and errors; applicants, alas, have been known to portray their claims to employment in excessively favorable light; and no doubt candidates of excellence have been passed over for others less well qualified than themselves. But once the employer abandons the principle of appointing on the basis of merit, and replaces it by a selection method designed to correct a numerical imbalance of the sexes (or races, or religions) of current employees, the best interests of the institution can no longer be the prime consideration.

In the past, the University of Alberta has pursued a policy of making appointments on the basis of merit, which has meant, *inter alia*, recognising the irrelevance of the sex, race or religion of the applicant. In recent years, the policy of disinterested, even-handed assessment of the professional merit of qualified applicants has been made explicit by the announcement, "The University of Alberta is an equal opportunity employer", which invariably accompanied advertisement of positions available. It is therefore a matter for speculation to note that, in the 15 September 1988 edition of *Folio*, the usual formula, in small print at the head of the "Positions" column, has been replaced by the assertion: "The University of Alberta is committed to the principle of equity in employment." Does this represent a change of principle? Has our University now abandoned its former commitment to a policy of employment on the basis solely of merit, to give an invidious advantage to those with

specified inherited characteristics? Has the University community been consulted? And if not, upon whose authority has this assertion of commitment to a new principle been made? According to *The Concise Oxford Dictionary of Current English*, "equity" means: "Fairness; recourse to principles of justice to correct or supplement law . . ." In this sense, the principle is unexceptionable: whilst it does not equate with "equality of opportunity," it provides justice for a claimant. However, the term is sufficiently vague to permit its interpretation to be various, its implementation equivocal, and to allow its practitioners a free hand to impose a policy of quota employment intended to remedy alleged (but hitherto unproven) past discrimination against so-called minorities.

Doubtless an adviser on equity is necessary to keep the President abreast of developments on the liberated front; like the Dow Jones average, what is equitable changes from day to day.

Hugh Wilson  
Department of History

## 'Equity in Employment' Intended to Remove Roadblocks, Take Initiatives

■ In June of 1987, GFC passed the revisions to Section 48 of its Policy Manual which changed the wording from 'equal opportunity' to 'equity in employment'. The latter term embodies the principle of equal opportunity but involves the implementation of special measures to facilitate the employment of target groups. It does not, nor ever has been meant to, eliminate or replace the 'merit principle'. It is meant to remove roadblocks and to take initiatives which are designed to improve the status and opportunities of some target groups who have been disadvantaged by employment procedures.

This policy was endorsed by the Board of Governors in October of 1987.

In the interests of providing everyone with the opportunity of reaching his or her potential, the University (like all major institutions in this country) has determined to adopt a principle of equity with the ultimate goal of having a student society, and an employment environment, which reflects a mix of the persons who make up the society. The purpose is not to dilute or reduce the standard of excellence within the community. The purpose is to recognize that there are persons who, regardless of sex, race, color, or physical disability, are capable of reaching the standards which have been set for the University of Alberta. The assumption is that within the enlightenment of a university community we will have the will and the spirit to work toward a more equitable society where opportunities are available for all.

If there is difficulty in finding persons sufficiently meritorious for our standards within the current "pool of eligibles of disadvantaged persons" then it is the University's responsibility to develop persons from those groups to an appropriate level of merit.

No one has ever suggested that merit is not important. No one wants to work in a less than meritorious environment. Moreover, no one wants to be made to feel that, because of their sex, their race, their color, or whatever, they are contributing to the reduction of the standards of the institution in which they are working.

It is time that we heard our colleagues rallying to the defence of a principle which suggests that there is a wider pool than white anglo-saxon males from which the University can recruit. That the richness of the contribution, and the challenge to excellence which such a mix could provide, should be sought.

The governing bodies believe it. It is time that the rest of us began moving toward changes which would put us in the vanguard instead of trying to hold to outdated medieval and monastic principles.

Doris Badir  
Special Assistant to the President on Equity Matters

## Cvis Thomas Distinguished Speakership Take a History Lesson From Nelles

The Lewis H. Thomas Distinguished Speakership in History will be inaugurated on 13 and 14 October by H.V. Nelles of York University.

One of Canada's best known historians, Professor Nelles (PhD, FRSC) has had a great influence on Canadian historical writing, especially in his work on economic development and its impact on society. His first major work, *The Politics of Development* (1974), is widely viewed as crucial to understanding the peculiar relationship between Canadian governments and business, and the impact of that relationship on economic development policy. With Christopher Armstrong, Professor Nelles has co-authored several works, including *The Revenge of the Methodist Bicycle Company* (1977) and *Monopoly's Moment* (1986), — the latter won Macdonald Prize of the Canadian Historical Association as the best work in Canadian history published last year.

Professor Nelles will deliver talks

based on two forthcoming books. The first, on 13 October at 3:30 p.m. in the Lewis H. Thomas Conference Room (2-58 Tory Building), is based on a work on parks policy in Alberta, and will be a seminar titled "Woodpeckers in the Surge Rank and Other Ironies of Power in Parks".

The lecture on 14 October (3:05 p.m., 2-05 Business Building) is a public lecture based on *Southern Exposure*, a work on Canadian investment and financial adventurism in Latin America in the heyday of Max Aitken, Sir William Van Horne, and others. It is titled, "Tropical Capitalism: The Canadian Experience".

Lewis H. Thomas (1917-1983) was a member of the Department of History from 1964 until 1982, and Chairman from 1965 to 1968. He was an influential historian of Western Canada, and deeply respected in the department and University. His widow, Margaret, will attend the lecture on 14 October. □

## Gairdner Award Lecturer Has His (Cell) Signals Straight

Michael Berridge, deputy chief scientific officer of the ARFC Unit of Insect Neurophysiology and Pharmacology, University of Cambridge, and a 1988 winner of a Gairdner Foundation International Award in Medical Science, will visit our campus under the auspices of the Gairdner Foundation of Toronto. He will present a lecture titled "Spatiotemporal Aspects of Cell Signalling" in Bernard Snell Auditorium, Walter C. Mackenzie Health Sciences Centre, on Monday, 17 October, at 3:30 p.m.

Berridge will be hosted by the Department of Biochemistry.

Living cells are subjected to a constant bombardment by a variety of signals which tell them what to do. The chemical messengers that carry these signals are hormones and they control many important functions such as nerve

transmission, and control of blood sugar and growth. A hormone binds to the surface of a cell and sends a signal to the inside of the cell. This signal causes the release of what are called "secondary messengers", the hormones themselves being the "first messengers".

Dr. Berridge received a Gairdner Foundation award for his discovery of one of these "second messengers", namely a chemical called inositol trisphosphate ( $IP_3$ ). Dr. Berridge proved that some hormones cause the release of  $IP_3$  inside the cell thereby setting in motion a series of chemical reactions important for the control of cell function. It is notable that the inositol lipid field, pioneered by Dr. Berridge, was recently identified as the largest research front in the life sciences.

For his work on "second messengers", Dr. Berridge has received a number of awards, including the Feldberg Award in 1984, the King Faisal International Prize in Science and the Louis Jeantet Prize in Medicine in 1986. He is a Fellow of the Royal Society of London.

Dr. Berridge is one of six scientists who are recipients of Gairdner awards this year, in recognition of their outstanding contributions to medical science. Since its establishment in 1957 by the late James A. Gairdner, the Foundation has honored 197 scientists, of whom 30 have subsequently received a Nobel prize. □



Michael Berridge

### GFC Executive, Academic Development, Facilities Development, and Planning and Priorities Committees: Review and Composition

The composition and size of GFC's Executive and three planning committees are being reviewed. Information about the present composition of these committees is available from Mary Delane, 2-5 University Hall. If you wish to submit your views on this matter write to Dr. D. Massey, c/o 2-5 University Hall, by 25 November 1988.

### GFC

*Continued from page one*

department chairs, faculty, etc., may include input from administrators, peers, self, and students."

V.G. Gourishankar (Electrical Engineering), GFC representative on the Board of Governors, reported that the Board has asked for a review of all University-affiliated companies. Baha Abu-Laban, former Associate Vice-President (Research), will conduct the review on behalf of the Board.

With respect to the PACCR reviews, GFC recommended to the President that he set up a committee to review the PACCR process and to make a recommendation to GFC on the future of that review process.

Dr. Horowitz said, "Dr. Harris's (Walter Harris, Chair of PACCR) best assessment is that, with luck, everything will be behind us in the summer of 1991."

Vice-President Meekison estimated the annual budget for the PACCR process to be \$200,000. Roughly \$1.5 million has been

spent since PACCR was established in 1980, he said.

Council came out in favor of a Journal Support Fund of "limited proportions". The fund, to be administered by the University Research Policy Committee, will be used to provide logistic operating support to a maximum of \$2,500 in any one fiscal year to any one learned journal. The editor is eligible to reapply for funding a year later.

Approximately 60 learned journals, many of them the official publications of national and international learned societies, are edited at the University of Alberta.

In his oral report on the University Research Policy Committee, Bob James, Vice-President (Research), said that Brian Dunford is coordinating the Office of Research Services' efforts concerning proposals applicable to the federal government's Centres of Excellence initiative. The intent is to build on excellence rather than to start afresh, he pointed out. Some thirty local initiatives, in areas ranging from canola to literacy, have been reviewed. "There will be commitments of

### Engineering Convocation

*Continued from page one*

1984. After assuming the Chair of the University of Alberta Hospitals Board in 1984, Mr. King led the Hospitals through construction phases and the transition from the former University of Alberta Hospital to the new Walter C. Mackenzie Health Sciences Centre, which is now preeminent as a

tertiary care, teaching and research facility.

Mr. King is a director of a number of Canadian companies, including ATCO Ltd., CIL Inc., Canadian Utilities Ltd., Canadian Airlines International Ltd., Rolls-Royce Industries Canada Inc. and Royal Trustco Ltd. He is a life member of the Association of Professional Engineers, Geologists and Geophysicists of Alberta and is a member of the Association of Professional Engineers of British Columbia and of the Association of Professional Engineers of the Yukon Territory. He was recently named a Fellow of the Canadian Academy of Engineering.

space down the line," Dr. James emphasized.

### Name Change

The Faculty of Library Science will become the Faculty of Library and Information Studies, GFC determined.

At the same time, the degree granted is to be known as Master of Library and Information Studies (MLIS).

The new names, the Faculty believes, reflect better the scope of the program and indicate that the Faculty is active in the information industry and the "Information Society".

Another item that met with Council's approval was a proposal for the establishment of a five-year combined BEd/BSc program. The Faculties of Education and Science are anxious to start the program in September 1989.

Deans Patterson and McDonald see the development as "an important joint undertaking designed to enhance our cooperation in preparing future teachers of science at the secondary school level." □

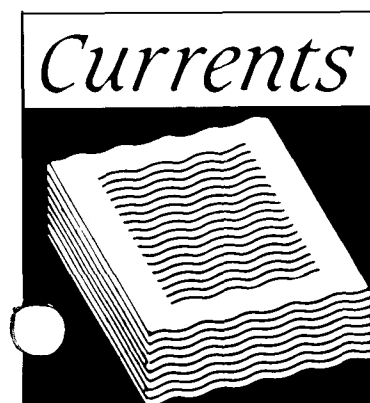
### Donald Stanley

Donald Stanley founded the firm of Stanley and Associates Engineering Ltd., one of the largest consulting engineering firms in Alberta and one which provides engineering services on an international basis. He has acted as a consultant on a number of international environmental engineering projects, including work in Malaysia, the Philippines, Tanzania, Korea and the Caribbean.

A former member of the University of Alberta's Board of Governors, Dr. Stanley has been active in numerous organizations and is past president of both the Edmonton and Alberta Chambers of Commerce and board member of the Edmonton Economic Development Authority.

Dr. Stanley was the first recipient of the Julian C. Smith Medal from the Engineering Institute of Canada. □





### Campus Reviews

As part of the process of carrying out systematic reviews under the guidance of the President's Advisory Committee on Campus Reviews (PACCR), the Department of Industrial and Vocational Education is completing the self-study phase of the review process. The other major phase of the process is the site visit and assessment by the Unit Review Committee on 24, 25 and 26 October. In preparation for this second phase, PACCR invites written comment prior to 21 October. Submissions are for the use of the Unit Review Committee and will be held in confidence by the members of that committee.

Submissions should be sent to: Mrs. Shirley Moore, Coordinator, PACCR Office, W4-13 Chemistry Building, Attention: The Industrial and Vocational Education Unit Review Committee.

### Faculty Breakfast and Dialogue

Members of the University Community are invited to this monthly gathering, 12 October, 7:45 to 8:45 a.m. Place: St. Joseph's College, Newman Centre. Topic: "The Challenge of Bioethics."

### U of A SCUBA Diving Association

Executive Election and Annual General meeting will be held on 8 October, 1 to 4 p.m., in 1-114 Education North. All are welcome. For further information, call Howard at 437-2416.

### Academic Women's Association

The Association's "Bring Your Own Lunch" series starts Friday, 14 October, at noon. This is a series of informal noon hour gatherings in the Heritage Lounge, Athabasca Hall. The word from the Association is, "Come meet colleagues for pleasant company and discussion."

Other dates for the series are 10 November, 9 December, 13 January, 10 February and 10 March.

### Smoking Policy Display Cards

The Office of Public Affairs has a supply of "tent" cards which cite the University of Alberta's smoking policy. University departments/offices can order same by calling 432-2325.

### Faculty Curling League

The Faculty Curling league is looking for teams/individuals interested in curling during the 1988-89 season. The league is open to faculty, staff and graduate students. The season begins on 17 October and games are played at 5 p.m. at the Shamrock Curling Club, 92nd Street and Whyte Avenue. This year's fee will be \$100 for 20 games. Interested individuals should contact Brian MacPherson, Anatomy and Cell Biology (432-3356), or Alan Sarafinchan (432-2203).

### Extension Courses Brochure

The fall 1988 brochure for Applied Behavioral Sciences courses in the Faculty of Extension is available by calling 432-5069.

## Talks

### Classics

11 October, 3:30 p.m. W.C. Lacey, professor of Classics (retired), Auckland University, New Zealand, "Augustus Returns to the City." 1-8 Humanities Centre.

12 October, noon. Professor Lacey, "The Athenian Housewife." M-145 Biological Sciences Centre.

17 October, 1 p.m. Professor Lacey, "Cicero in a 20th-Century Perspective." T1-125 Tory Building.

18 October, 3:30 p.m. Professor Lacey, "Augustus and the Religion of the Family." 1-8 Humanities Centre.

### English

6 October, 3:30 p.m. Nora Stovel, "Sisters, Symbols, and Structures: Margaret Laurence's *A Jest of God* and *The Fire-Dwellers*." 5-20 Humanities Centre.

7 October, 2 p.m. Lee T. Lemon, University of Nebraska, will present a paper on "Modernism." L-3 Humanities Centre.

17 October, 4 p.m. Chris Gordon-Craig, "Is There Grain Amongst the Chaff? A Reappraisal of the Short Fiction of 'Dorndorf Yates'." Respondent: R. Solomon. 5-20 Humanities Centre.

### Zoology

6 October, 4 p.m. Gabriel Horn, FRS, head, Department of Zoology, Cambridge University, England, "Imprinting: From Mother to Molecule." 2-27 Medical Sciences Building.

7 October, 3:30 p.m. I.A. Hanski, Department of Zoology, University of Helsinki, "Population Processes in Patchy Environments." M-149 Biological Sciences Centre.

11 October, 12:30 p.m. Professor Horn, "Of What Use Are Two Cerebral Hemispheres?" M-149 Biological Sciences Centre.

12 October, 4 p.m. Professor Horn, "Maternal Attachment and Sexual Preferences." M-145 Biological Sciences Centre.

13 October, 4 p.m. Professor Horn, "What's New in the World? Neural Mechanisms of Habituation." M-145 Biological Sciences Centre.

14 October, 3:30 p.m. Jo Seggie, Department of Biomedical Sciences, McMaster University, "Lithium Effects on Function of Retinal-Hypothalamic-Pineal Axis." M-149 Biological Sciences Centre.

### Science, Technology and Society Lecture Series

6 October, 4 p.m. David Bloor, philosopher, Science Studies Unit, University of Edinburgh, "Is Rule Following Essentially Social?" 1-09 Business Building.

### Scandinavian Program

7 October, 1 p.m. Ola Ullsten, Sweden's Ambassador to Canada and former Prime Minister, "Analysis of and Comments on the Outcome of the Recent Swedish Election." Heritage Lounge, Athabasca Hall.

## Animal Science

7 October, 3 p.m. R.T. Berg, "Animal Production Research—From Hammond to the 21st Century." 1-13 Agriculture-Forestry Centre.

## Pharmacy and Pharmaceutical Sciences

7 October, 3:30 p.m. Christine Sorkness, professor of pharmacy and assistant dean, Center for Health Sciences, School of Pharmacy, University of Wisconsin, Madison, "Pain Management." 4069 Dentistry-Pharmacy Centre.

## Forest Science

12 October, noon. Jean Brouard, School of Forestry, North Carolina State University, "Clonal Forestry in Brazil: Threat or Challenge." 4-1 Mechanical Engineering Building.

19 October, noon. K. Hellum, "Forestry in Bhutan, a Visit Filled with Magic." 4-1 Mechanical Engineering Building.

## Women's Studies Program

12 October, 7:30 p.m. Paula Treichler, University of Illinois, "Women and AIDS." 129 Education Building.

13 October, 12:30 p.m. Dr. Treichler, "AIDS and Feminism." 113 Education Building.

## Limnology and Fisheries

13 October, 12:30 p.m. Dennis Gignac, "Habitat Limitations and Realized Niches of Mire Expanse *Sphagnum* Species in Western Canada, With Particular Emphasis on Aquatic Species and Semi-Aquatic Species." M-149 Biological Sciences Centre.

## Secondary Education

13 October, 3 p.m. Heidi Kass and Thomas Kieren, "Computers and Canadian Youth: Access, Values and Social Issues." 122 Education South.

## Rural Economy

13 October, 3:15 p.m. Brett Gellner, "An Empirical Analysis of Derived Demand for an Innovative Forest Product." 519 General Services Building.

## Entomology

13 October, 4 p.m. D. Currie, "Morphology and Systematics of Primitive Simuliidae (Diptera: Culicimorpha)." TBW-1 Tory Breezeway.

## Canadian Mediterranean Institute

13 October, 7:30 p.m. Jean Fortier, "The Statue of Augustus at West Edmonton Mall." Provincial Museum.

## University of Alberta Interest Group in Perception

14 October, 2 p.m. Vince Di Lollo, "Temporal Integration and Perceptual Segregation in the Emergence of Form." P-319N Biological Sciences Centre.

## Hillel Club

14 October, 3:30 p.m. "Report on the Jewish-Palestinean

Dialogue"—discussion with representatives of the two groups. B-5 Tory Building.

## Catholic Campus Ministry

20 October, 3:30 p.m. Jewish-Christian Dialogue. Martin Moser, "The Jewish Roots of Christian Liturgy." Faculty Lounge, St. Joseph's College.

## Robert M. Hardy 75th Anniversary Lecture in Engineering

20 October, 4 p.m. David Vice, president of Northern Telecom Ltd., Mississauga, "The Intelligent Universe: Communications for the 21st Century." L-1 Humanities Centre.

## Slavic and East European Studies and Canadian Institute of Ukrainian Studies

20 October, 4 p.m. Natalie Kononenko-Moyle, Department of Slavic Languages and Literatures, University of Virginia, "Mothers and Sons: *Kozaky, Kobazri* and Their Attitude Toward Women." 436 Arts Building.

21 October, 7:30 p.m. Natalie Kononenko-Moyle, "Kobzari and Lirnyky: Performers of Ukrainian Epics." Heritage Lounge, Athabasca Hall.

## Family Medicine

20 October, 6:30 p.m. Public Forum, "The Patient, the Family Doctor and the Health Care System." Moderator: John Hanlon, CBC Radio. Panelists: Malcolm Brown, Ethyl Marliss, Rheal LeBlanc, Douglas Perry, Bryan Ward. Bernard Snell Hall, Mackenzie Health Sciences Centre.

21 October, 8 a.m. to 4 p.m. Family Medicine Symposium in celebration of the Faculty of Medicine's 75th anniversary. Registration information: 432-6346.

## The Arts

### Films

## East Asian Languages and Literatures and the Consulate-General of Japan

9 October, 7:30 p.m. "Princess of the Moon."

11 October, 7:30 p.m. "Amagi Pass." Zeidler Hall, Citadel Theatre.

## Germanic Languages

12 October, 7:30 p.m. "Rosenkavalier." 141 Arts Building.

## Music

7 and 8 October, 8 p.m. Faculty Recital—Helmut Brauss performs with the Edmonton Symphony Orchestra. Jubilee Auditorium. Tickets: ESO Box Office.

15 October, 8 p.m. Convocation Hall Memorial Organ Series featuring Jeremy Spurgeon.

17 October, noon. Eckhardt-Gramatté Winner's Tour—Leslie Robertson, viola.

## Sports

### Football

15 October, 1 p.m. Golden Bears vs. British Columbia.

### Basketball

15 October, 6:30 p.m. Pandas vs. Alumni.  
15 October, 8:15 p.m. Bears vs. Alumni.

## Positions

*The University of Alberta is committed to the principle of equity in employment.*

*In accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents.*

## Academic

### Manager (Operations), (Full-Time Temporary Academic Appointment), Faculty of Extension

Applications are invited for the position of Manager (Operations), Public Administration and Local Government Studies, Faculty of Extension. Reporting to the Director, this officer has management responsibilities for the sustained and efficient operation of programs and administration of this Extension programming unit. Responsibilities involve the supervision of three major program areas, and general financial, personnel and facility management for the unit.

Applicants must have minimum qualifications of a university degree (Master's of Public Administration or Public Management preferred), and possess well developed general management and interpersonal skills.

The initial appointment will be made at a salary range of \$28,000 to \$35,000 per annum, commensurate with qualifications and experience. A benefits package is also included.

Applications, with résumé and the names of three references, should be sent to: The Director, Public Administration and Local Government Studies, Faculty of Extension, Ring House #2, University of Alberta, Edmonton, Alberta T6G 2E2. Deadline for receipt of applications is 21 October 1988 with duties commencing as soon thereafter as possible.

### Chairman, Department of Educational Administration

Applications and nominations are invited for the position of Chairman of the Department of Educational Administration. The department offers master's and doctoral degrees in educational administration. It also contributes to the preservice preparation of teachers.

Candidates must possess an earned doctorate K-12 and university teaching experience, knowledge of emerging trends in leadership roles in schools and institutions of higher education, experience teaching at the graduate level and supervising doctoral dissertations, a distinguished record of scholarly activity appropriate for the rank of full professor, and an interest in field-based research and collaboration.

The department Chairman is responsible for providing leadership toward the achievement of excellence in

teaching research, and service by faculty and staff; and the scholarly pursuit of knowledge by students. The appointment will take effect 1 July 1989.

Deadline for applications is 1 December 1988. Enquiries or applications, accompanied in the latter case by a *curriculum vitae* and the names of three referees, should be submitted to: Dr. R.S. Patterson, Dean, Faculty of Education, University of Alberta, 845 Education South, Edmonton, Alberta T6G 2G5.

## Support Staff

*To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 432-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 30 September. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR.*

Clerk Typist II, Career and Placement Services, (\$1,276-\$1,584)  
Clerk Steno III (Trust/Term to 31 July 1989), Forest Science, (\$1,421-\$1,785)  
Clerk Steno III, (Term to 31 August 1989), Faculty of Extension - Local Government Studies, (\$1,421-\$1,785)  
Clerk Steno III (Trust), Computing Science (\$1,421-\$1,785)  
Clerk Steno III, Educational Psychology, (\$1,421-\$1,785)  
Clerk Steno III (Trust), Biochemistry, (\$1,421-\$1,785)  
Clerk Steno III, University Secretariat, (\$1,421-\$1,785)  
Clerk Steno III, Education - Field Services, (\$1,421-\$1,785)  
Clerk Steno III, Faculty of Law, (\$1,421-\$1,785)  
Clerk Steno III, Rural Economy, (\$1,421-\$1,785)  
Clerk Typist III, (Part-time), Home Economics, (\$568-\$714) (prorated)  
Clerk Typist III (Recurring Term), Dental Health Care, (\$1,421-\$1,785)  
Data Entry Operator II, University Computing Systems, (\$1,469-\$1,863)  
Secretary, Alumni Affairs, (\$1,584-\$2,023)  
Secretary, Educational Psychology, (\$1,584-\$2,023)  
Accounts Clerk (Term to 30 June 1989), University Computing Systems, (\$1,584-\$2,023)  
Departmental/Executive Secretary, Development Office, (\$1,785-\$2,297)  
Departmental/Executive Secretary, Office of the Vice-President (Academic), (\$1,785-\$2,297)  
Computer Assistant I, (Term), University Computing Systems, (\$1,276-\$1,584)  
Technician I (Trust), Medicine (Pulmonary Division), (\$1,643-\$2,109)  
Technician I (Trust), Physiology, (\$1,643-\$2,109)  
Security Officer I, Campus Security, (\$1,785-\$2,297)  
Civil Engineering Technician II, Civil Engineering, (\$1,863-\$2,397)  
Technician II (Trust), Pharmacology, (\$1,863-\$2,397)  
Biology Technologist I (Part-time, Trust), Genetics, (\$1,012-\$1,426) (prorated)  
Administrative Assistant I, Pension and Benefits Administration, (\$2,023-\$2,611)  
Administrative Assistant I, Anaesthesia, (\$2,023-\$2,611)  
Technician III, Geology, (\$2,109-\$2,730)  
Publication Assistant III, University Computing Systems, (\$2,200-\$2,851)  
Programmer Analyst III, Geology, (\$2,851-\$3,723)  
*For vacant Library positions, telephone 432-3339.*  
Library Clerk I (Part-time, Recurring term), H.T. Coutts Library, (\$950-\$1,175)

Library Clerk I, H.T. Coutts Library, (\$1,188-\$1,469)  
Library Assistant I, Cameron Library, (\$1,469-\$1,863)  
Library Assistant II, Cameron Library, (\$1,643-\$2,109)  
Library Assistant III, H.T. Coutts Library, (\$1,863-\$2,397)  
Programmer Analyst IV, Library Systems, (\$3,403-\$4,462)

## Advertisements

### Accommodations available

Victoria properties - Experienced, knowledgeable realtor with Edmonton references will answer all queries and send information. No cost or obligation. Call collect (604) 592-3666, Lois Dutton, Wessex Realty, Victoria, B.C.  
Sale - Windermere area. Four, one-acre lots. Chris Tenove, 433-5664, 436-5250. Spencer Realty.  
Sale - Riverbend Hearthstone townhouse. Three bedrooms, five appliances. Immediate possession. Chris Tenove, 433-5664, 436-5250. Spencer Realty.  
Sale - Lake Wabamun. Well-built bungalow. By sailing club. Fireplace, sauna, secluded location. Chris Tenove, 433-5664, 436-5250. Spencer Realty.  
Sale - Hubbles Lake. 4.38 acres. \$19,500. Chris Tenove, 433-5664, 436-5250. Spencer Realty.  
Sale - Lakefront Wabamun. Terrific view from this three-bedroom, fully-furnished cottage. Lot 100'x200'. Nicely treed, very private location. For extra details, call Chris Tenove, 433-5664, 436-5250. Spencer Realty.  
Sale - Waikiki, Hawaii, \$12,500.  
Pompano, Florida, \$9,500. Time-share condominiums. 439-8380.  
Sale - Prestigious Quesnell Heights. Custom, two storeys, by Ekert, 2,434' of gracious living. Five bedrooms up, main floor family room and laundry. Super lot. Sherry Maillo, Canada Trust Realty, 468-2100.  
Sublet - 1 November, University area. Two-bedroom, high-rise apartment. \$650, plus damage deposit. Call after 4 p.m. 439-3407.  
Sale - Old Strathcona home. Solid, well-maintained, nicely finished basement can double as suite. Hardwood floors. Two bedrooms up, one down. Garage. Call Kristin Murray, Spencer Realty. 436-5250.  
Sale - Petrolia. New listing, four bedrooms, two storeys, close to schools. \$109,500. Brenda Platzer, 435-1863, 436-5080.  
Share - House, University area. Preferably female, non-smoking. Furnished, washer and dryer. Rent \$250 plus shared utilities. Available immediately. Call Ruth at 439-0910 or 422-7333.  
Rent - House, furnished, three-four bedrooms. Walking distance University. Non-smoking. 1 January 1989-31 July 1989. \$775. 433-1352.  
Rent - Windsor Park, Saskatchewan Drive. Newly renovated home. Beautiful view. \$1,500. Available immediately. 438-1044.  
Sale - Belgravia, unique, three bedrooms, two storeys, fireplace, deck, great access to University. \$103,500. Ed Lastiwka, Royal LePage Realty, 437-7480, 437-4984.  
Sale - Five bedrooms, Garneau. Impressive, two-storey, one-owner home. Hardwood throughout. \$147,500. Royal LePage Realty. Ed Lastiwka, 437-7480, 437-4984.  
Sale - Windsor Park, lovely bungalow. Exceptional kitchen, hardwood, new

double garage, nicely treed lot. \$141,500. Royal LePage Realty. Ed Lastiwka, 437-4984, 437-7480.  
Sale - Parkallen. \$79,500. Three-bedroom bungalow, requires upgrading. Excellent location. Ed Lastiwka, Royal LePage Realty, 437-7480, 437-4984.  
Sale - Kootenay Lake, B.C. Small, unique home. Secluded yet accessible. Architecturally designed, clear cedar interior, wraparound deck, guest cabin, 3 1/2 acres. Superb lake and mountain views. \$62,900. (604) 825-4463.  
Christmas in Honolulu. One-bedroom suite available 15-31 December 1988. Reasonable rate. Call 439-2606 evenings.  
Sale - \$107,500. In Old Strathcona. Charming, renovated, two storeys, south backyard, excellent location for University. Jean MacKenzie, Spencer Realty, 436-5250.  
Rent - Furnished basement suite. Quiet, non-smoker, ideal for graduate student or post-doctoral. 434-8801, 5:30-7 p.m.  
Sale - Investment property, one mile east Jasper Park Gate on Highway 16. 1 1/2 storeys, four bedrooms, mountain view. Possible income \$125-\$150 nightly. By appointment, phone Eve, 1-866-3920, or Harris, 434-3976.  
Sale - Bungalow. Excellent location in Lendrum, \$102,000. Extra large kitchen, four bedrooms (two plus two). Bath ensuite, fully developed basement. Double garage. Royal LePage Realty. Call Mrs. Isa Reid, 434-3976.  
**Accommodations wanted**  
Corporate relocation. Young family (two children) requires 2,000' plus. Immediate possession. Prefer Terwilliger Park Estates or newer home in Riverbend, Blue Quill. 438-1044.  
Rent - Furnished house. January-June 1989, for visiting professor, wife, two daughters, from England. Phone Elliott, 433-6044.  
**Goods for sale**  
Weinlos Books. Remember: quality store, second floor, 10022 103 St. 426-3949.  
Mac to school sale: Hard drives from \$779, diskettes, modems, cables and more. Parallel 2000, 21 10405 Jasper Ave. 435-0204, 426-1583.  
Collected works of Alexander Hamilton, 12 volumes, Putnam numbered federal edition. 433-5714.  
Cassette deck dual Sansui D65BW Dolby B, as new, \$150 OBO. Electric typewriter, Smith-Corona, good condition, \$110. Metal desk, \$30. Phone 432-1568.  
Golden Retriever puppies. Royal Glenora Club share, \$150. 434-0192.  
An expanded version of Judge M. Bowker's "Free Trade Analysis" is available in Greenwood's and Audrey's Bookstores. \$4.  
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**Services**  
Donnic Word Processing - Since 1978, specializing in theses, manuscripts, etc. 453-2769.  
Backaches? Stress tension? Special therapy at Back-Basics (supplementary health care reimburses treatment costs). Maria Krieg is a spine specialist, university-trained in Düsseldorf. 11610 75 Ave. 436-8059.  
Jazzercise, the original dance fitness program, offers eight classes, \$14.

Valid until 31 October. New students only, UAH, Nurses Residence. Monday/Wednesday, 5-6 p.m. For information, call Dina, 478-8997.

Professional typist with BA, word processing, specializing in theses, dissertations. Lois, 464-2351.

Retired English teacher will edit or type and edit papers, theses, dissertations with Xerox word processor. Call 433-4175.

Stress reduction and relaxation program: includes insomnia, obesity, smoking, habits control and more. Dr. Daniela Isek, MA, counselling and psychotherapy. 432-7233. #308, 8540 109 St.

Home childcare in small groups, ages 2-4. Experienced mother with excellent references. Full-time or part-time care still available. Close to University. 437-7764.

East meets West in intriguing Turkey! Exclusive, cultural adventures for small groups. Reserve early. Golden Horn Tours, 10115 150 St., Edmonton T5P 1P2. 483-8288, 433-2064.

Word processing services: résumés, papers, etc. Laser printed in a desk top publishing finish. Hourly rate or by contract, will pick up and deliver. Please contact Liz at 457-9315.

Michener Park Playschool is now accepting registrations for a two-year, three-year and a four-year-old group. For information, please call Sheila at 438-3026.

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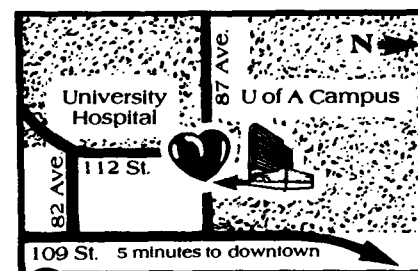
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# Personnel Services and Staff Relations

## Training and Development

	DATE	TIME	PLACE	COST
<b>LISTER HALL</b>				
<b>"In Case You Don't Win Lotto 649 . . . "</b>				
<b>A Financial Planning Workshop</b>				
This unique service is specifically designed to help you plan, organize and maximize your personal finances.				
Topics covered are:				
■ intro to Personal Financial Planning				
■ investment, retirement and tax planning				
■ retirement income options				
■ estate planning & wills				
■ managing risk				
■ developing an action plan				
	Oct. 22/88	08 - 4:30	Banquet Room	\$155.00*
	Nov. 17/88	08 - 4:30	Banquet Room	\$155.00*
	Feb. 04/89	08 - 4:30	Banquet Room	\$155.00*
* fee includes luncheon; cost is \$155.00 per workstation (a workstation consists of a team, e.g., husband & wife sharing one workbook for their mutual finances. This course is for staff who are not eligible to attend a Pre-Retirement workshop.				
<b>Writing for Results</b>				
"The effects are immediate and the skill is indispensable."				
■ learn to know what you want to say				
■ learn to know why you want to say it				
■ techniques for effective organization that gives your messages impact				
■ how to reach your audience				
■ how to save your reader's time				
■ how to get results				
	Oct. 27-28	09 - 4:30	VIP Room	\$100.00
	Nov. 29-30	09 - 4:30	VIP Room	\$100.00
	Jan. 24-25	09 - 4:30	VIP Room	\$100.00
	Mar. 28-29	09 - 4:30	VIP Room	\$100.00
Note: This course is for persons who know how to write English and who wish to learn how to write more effectively and persuasively. This is NOT a remedial grammar and spelling course.				
<b>Stress Management</b>				
Identify and learn coping skills for the positive management of stress.				
■ what stresses you?				
■ how can you manage that stress?				
	Oct. 06	09 - 4:00	Alta. Room	\$ 40.00
	Nov. 25	8:30 - 4:00	VIP Room	\$ 40.00
	Feb. 09	09 - 3:30	VIP Room	\$ 40.00
<b>Time Management</b>				
Learn practical techniques for planning, work prioritizing, interruption control and effective delegating.				
	Oct. 11	8:30 - 4:00	Alta Room	\$ 40.00
	Feb. 08	8:30 - 4:00	Alta Room	\$ 40.00
<b>Proofreading</b>				
Provides basic copy-editing information and practice to people involved in proofreading both their own work and the work of others.				
■ detecting common grammatical errors				
■ detecting punctuation faults				
■ detecting typing/spelling errors				
■ detecting errors in style				
■ proofreading systems				
	Oct. 28 & 31	09 - 4:00	Alta Room	\$ 85.00
	Feb. 15 & 17	09 - 4:00	VIP Room	\$ 85.00
<b>Effective Communication</b>				
■ Develop approaches, methods and skills in dealing with and communicating with people				
■ communication process				
■ barriers & breakdowns				
	Nov. 1 & 2/88	08:30 - 4:00	VIP Room	
	Mar. 6 & 7/89	08:30 - 4:00	VIP Room	\$95.00/person
<b>ASSINIBOIA HALL</b>				
<b>Telephone Techniques</b>				
Do your telephone habits leave a positive/negative impression on your callers?				
■ courteous customer service				
■ your attitude says it all				
	Nov. 08	09 - 11:30	Room 2-02	\$ 10.00
	Dec. 02	09 - 4:00	Room 2-02	\$ 40.00

### To Register:

Call 4660, 8:30 - 4:30 p.m. Send cheques, payable to University of Alberta, to Training & Development, 2-40 Assiniboia Hall. U of A employees who occupy NASA Bargaining Unit positions may utilize the Human Resource Development Fund.

*Courses are available to any University of Alberta staff*

### Refund Policy

If you would like a refund, you must cancel no later than one week prior to course starting date.